# REQUEST THAT CITY INCLUDE A "PRE-IMPOSITION" # COLLINA

## Estimated Increase to Net Pay for SEIU Local 1021 Maintenance Employees As a Result of City's 5.8.15 Proposals

IMPOSED

## **Utility Worker**

### 3,2,3 - 10% FY16, 15% FY17 Employee Medical Share, No Employer PERS Cost Share

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			Current		FY16		FY17		FY18		
Annual Salary 1	PRE TOO	\$	68,369.60	\$	70,420.69	\$	71,829.10	\$	73,983.97		
EE Contribution Medical 2	#5	\$	(3,343.63)	\$	(2,229.08)	\$	(4,045.79)	\$	(4,450.37)		
EE Contribution Dental 3	AND DESCRIPTION OF THE PERSON	\$	(401.98)	\$	(410.02)	\$	(418.22)	\$	(426.58)		
EE Contribution Vision 4	V	\$	(148.14)	\$	(152.58)	\$	(152.58)	\$	(152.58)		
EE Contribution OPEB	TO DESCRIPTION OF SHEET PROPERTY.	\$	(871.00)	\$	Medical System Annual Association (1994)	\$	all administration of the control of	\$	THE STREET STREET, SAN THE		
EE Contribution ER PERS 5		\$	relations and solid first training of the solid sol	\$	-	\$		\$	and the second s		
Net Annual Pay		\$	63,604.86	\$	67,629.00	\$	67,212.51	\$	68,954.44		
One-time Cash Payment <sup>6</sup>		\$	-	\$	1,735.00	\$	to the state of th	\$	manage of pages, a set of control of a control of the		
One-Time Medical Reimburse	ment <sup>7</sup>	\$		\$		\$	557.00	\$	-		
Annual Difference from Curre	y <b>t</b>	\$	-	\$	4,024.15	\$	3,607.66	\$	5,349.59		
Monthly Difference from Curr	ent	\$	_	\$	335.35	\$	300.64	\$	445.80		
Bi-Weekly Difference from Cur	rent	Ś	_	\$	154.77	S	138.76	S	205.75		

3,3,2 - No Employee Medical Share, 6% Employer PERS Cost Share

	Current		FY16		FY17		FY18	
Annual Salary 1	\$	68,369.60	\$	70,420.69	\$	72,533.31	\$	73,983.97
EE Contribution Medical <sup>2</sup>	\$	(3,343.63)	\$	_	\$	-	\$	man Tanadaman daman yawa 118
EE Contribution Dental <sup>3</sup>	\$	(401.98)	\$	(410.02)	\$	(418.22)	\$	(426.58)
EE Contribution Vision 4	\$	(148.14)	\$	(152.58)	\$	(152.58)	\$	(152.58)
EE Contribution OPEB	\$	(871.00)	\$	um militar i Parnud Livario i Vandrida en	\$	*	\$	dag Station Steel time (155 september 155 september 155 september 155 september 155 september 155 september 155
EE Contribution ER PERS 5	\$		\$	(1,408.41)	\$	(2,901.33)	\$	(4,439.04)
Net Annual Pay	\$	63,604.86	\$	68,449.67	\$	69,061.18	\$	68,965.77
One-time Cash Payment <sup>6</sup>	\$	-	\$	1,735.00	\$	ment of the tare of the fact o	\$	under Stein versicher erfente in mit

Annual Difference from Current	\$ -	\$ 4,844.82	\$ 5,456.32	\$ 5,360.91
Monthly Difference from Current	\$ -	\$ 403.73	\$ 454.69	\$ 446.74
Bi-Weekly Difference from Current	\$	\$ 186.34	\$ 209.86	\$ 206.19

<sup>1</sup> Assumes 5th Step - \$32.87/hour pay rate; 3% increase 7/1/2015; 2% increase 7/1/2016; 3% increase 7/1/2017.

#### **Additional Pays (Not Included in Compensation Model)**

Increase in Alternative Benefit (per year increase)	Single - \$720 2 Party - \$1080 Family - \$1800							
Increase in Night Shift Differential (maximum per year. Does not include additional cost for OT)	Swing - \$312, Night - \$416							
D3 Pay (eligible prior to 2/1/14)	5% Salary Differential (~3,400 per year for a 5th step Utility Worker)							
	5% Hourly Differential (~\$170 per year for a 5th step Utility Worker assuming 4 hours per week)							
Employee Wellness Reimbursement	\$50 per month reimbursement							

<sup>&</sup>lt;sup>2</sup> Enrolled in Kaiser Family based on actual 2015 rates and projected rates.

<sup>&</sup>lt;sup>3</sup> Enrolled in Delta Dental Family based on actual 2015 rates and projected rates.

<sup>&</sup>lt;sup>4</sup> Enrolled in VSP Vision Family based on actual 2015 rates and projected rates.

<sup>&</sup>lt;sup>5</sup> EE to pay 0% ER PERS

<sup>&</sup>lt;sup>6</sup> One-time cash payment equal to 2.5% upon signing. Roughly \$1,735 per full time employee.

One-time medical reimbursement payable effective December 2016. EE would receive 2.5% of their employee contributions during the 2016 calendar year. Based on Kaiser Family rate 2015 premiums.